



Cochise County

Human Resources and Risk Management Department

Public Programs...Personal Service
www.cochise.az.gov

JULIE K. MORALES
Director

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the administrative requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), including the Amendments Act of 2008, the County of Cochise (Cochise County) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

Employment: Cochise County does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: Cochise County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Cochise County programs, services and activities, including ways of making information and communications accessible to people who have speech, hearing or vision impairments.

Modifications to Policies and Procedures: Cochise County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services and activities.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Cochise County program, service or activity should contact the Cochise County ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event:

Chris Mullinax, Title II ADA Coordinator
Cochise County Risk Mgmt, 1415 Melody Lane, Building F, Bisbee, AZ 85603
Phone: (520) 432-9720 Fax: (520) 432-9716
E-mail: ADACoordinator@cochise.az.gov

The ADA does not require Cochise County to take any action that would fundamentally alter the nature of its programs or services, or impose undue financial hardship or administrative burden.

Complaints that a program, service or activity of Cochise County is not accessible to persons with disabilities should be directed to the ADA Coordinator at the contact information listed above.

Cochise County will not place a surcharge on an individual with a disability or a group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

An Affirmative Action Equal Opportunity Employer